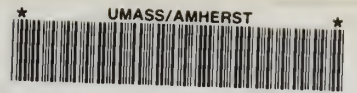


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*The Commonwealth of Massachusetts*  
*Executive Office of Economic Affairs*

*State House - Room 212*

*Boston, Mass. 02123*

GOVERNMENT DOCUMENTS  
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EDWARD J. KING  
GOVERNOR  
GEORGE S. KARIOTIS  
SECRETARY

BAY STATE SKILLS CORPORATION

On July 21, 1981, Governor Edward J. King signed into law a bill that creates a new and unique approach to increasing the supply of skilled workers in the Commonwealth of Massachusetts. The law establishes a quasi-public corporation known as the Bay State Skills Corporation (BSSC) and gives the Corporation the following mandate:

- . to encourage and facilitate the formation of comprehensive cooperative relationships between business, industry, labor, government and education, and thereby develop and expand programs of skills training that are consistent with employment needs;
- . to provide grants-in-aid to educational and training institutions to fund skills training programs consistent with employment needs, to be matched with equal private sector financial support;
- . to collect and disseminate information on present and future employment needs as well as the availability of skills training and education in these areas;
- . to conduct conferences and studies which will increase communication and information on employment needs of the Commonwealth.

The Corporation is funded with \$3 million in state monies which can be spent for the activities of the Corporation over a two year period. These monies will be matched with private sector contributions and will be spent to fund skills training programs across the Commonwealth.

The Need

In recent years it has become apparent to even the casual observer that the Commonwealth of Massachusetts is faced with a challenge that is unique in its history and almost without parallel in the fifty states.

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Approved by: John J. Manton, State Purchasing Agent

321/123



Massachusetts has a rapidly expanding industrial base in need of trained and skilled employees, an educational and training system of unmatched quality and diversity and, most important, a vast labor pool in search of new and more rewarding employment.

The opportunity presented by such a convergence of interests is as fleeting as it is attractive and important to the economic and social welfare of this Commonwealth. Stated simply:

- . we have industries that are crying for skilled people -- technicians, machinists, engineers, clerical workers, nurses and others. If this state is unable to provide the right kinds of skilled employees for these industries, we face the real risk that many of our growth companies will go elsewhere in search of skilled labor in order to expand.
- . we have men and women at all levels of employment and unemployment who are looking for better and more rewarding work, who want to change careers or start careers.
- . we have an educational and training community -- made up of colleges and universities, public and private schools, skills centers, community based organizations and others -- that is going through significant transition. These institutions are searching for a new direction, and are seeking to retool their educational and training offerings to match the growing needs of the economic marketplace.
- . we have a state that is looking to stabilize its revenue base, a state that is committed to putting its people to work and thereby creating a productive and strong economic base for all of us.

In short, we find ourselves at a critical point in time in which the interests of all these groups can be brought together to meet the human and economic needs of this Commonwealth. But we also find ourselves at a time in which we need to act swiftly and effectively before this unique opportunity passes us by.

Accordingly, this state has created a new mechanism which can begin to bring all these interests together -- the Bay State Skills Corporation.

The Response:

The Bay State Skills Corporation

The activities of the Corporation will be governed by an 18-member Board of Directors made up of the following individuals:

- . Secretary of Economic Affairs, Chairman
- . Commissioner of Public Welfare



- . Commissioner of Education
- . Chancellor, Board of Regents
- . fourteen other distinguished members, representing business and industry, skills training, education, labor, and minority employment.

The Corporation will have a small professional staff and will be located in the State House.

The Corporation's mandate is simple: it will work to identify occupations that are in high demand, seek out training institutions and organizations that are currently providing strong skills training, and fund creative skills training programs by using state dollars to leverage an equal amount of financial assistance from the private sector. The Corporation has been funded with \$3,000,000 and will take on the following specific tasks:

- 1) oversee the administration and disbursement of state monies to organizations and institutions that can demonstrate their effectiveness in providing expanded job training that will lead directly to employment;
- 2) encourage substantial private sector participation and commitment by matching every dollar of state money with a dollar of private money, and thereby solidify and extend the impact of all job training activities;
- 3) provide a forum appropriate to reasoned communication between and among government, business, labor and education regarding the shortage of skilled manpower;
- 4) assemble and disseminate information concerning demand occupations, related and currently available skills training and educational programs, and student financial assistance;
- 5) encourage existing institutions of skills training, supported by private industry, to develop new and more innovative programs consistent with employment demand;
- 6) facilitate increased cooperation and coordination among government agencies concerned with employment, education, skills training, and information; and
- 7) make recommendations to the Governor regarding legislation designed to increase permanent private sector employment within the Commonwealth.





The Corporation is an agency without bureaucratic dimension or regulatory power; it cannot directly create jobs or offer courses. Rather, the Bay State Skills Corporation can stimulate the operation of the employment marketplace through a comprehensive program of information dissemination, limited financial support, and increased governmental responsiveness.

A New Concept

The Bay State Skills Corporation represents a renewed commitment to the economic health of the state's economy. It is designed to stimulate job training and employment by combining public and private interests, commitments, and funding. The Bay State Skills Corporation has undertaken its mandate with innovation, flexibility and creativity. Business, labor, education and government must work together to address this issue. It is only with this combined dedication that we can begin to capitalize on the opportunity that faces us all.

Commonwealth of Massachusetts  
Executive Office of Economic Affairs  
George S. Kariotis, Secretary  
State House - Room 212  
Boston, Massachusetts 02133  
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BAY STATE SKILLS CORPORATION

Questions and Answers with  
George S. Kariotis  
Secretary of Economic Affairs  
and  
Chairman of the Corporation

A number of questions have been raised about what the Bay State Skills Corporation is, how it will operate and what its mandate is. The following questions and answers have come out of a recent discussion with George S. Kariotis.

Question: What is the Bay State Skills Corporation (BSSC)?

Kariotis: The BSSC is a new approach to training people for jobs in our economy. Simply stated, the BSSC is an organization that will identify those occupations that are in high demand in this state and will fund training programs that produce people with direct job skills. The training will take place at existing schools and colleges and training centers in this state. The corporation will provide grants-in-aid to pay for this training, with the strict requirement that every dollar of state money spent on these training programs must be matched by an equal private contribution to produce skilled people who can be hired into jobs.

Question: How does the Bay State Skills Corporation differ from some of the other training programs that this state already has, such as CETA, or vocational education or even the training programs that are offered by our state colleges and universities?

Kariotis: The BSSC differs in some very fundamental ways:

- . eligibility: most training programs require that you meet certain criteria such as income, age, or previous educational levels in order to be eligible for training. Training offered through the BSSC is open to the general public; the training programs will be job specific and provide direct job related skills.
- . private sector support: most training programs are paid for with federal or state dollars or the individual pays for them with direct tuition payments. Under the BSSC, all training programs will be funded 50% with state money and at least 50% with contributions made by specific private companies. The rationale here is simple: if private businesses put some of their own money into a training program, I believe they will want something for that contribution -- they will want the programs to produce skilled people whom these companies can then hire. The companies gain by getting skilled employees, the trainees gain by getting a job, and the Commonwealth gains through increased tax revenue.



Question: How many people do you expect to be able to train with \$3,000,000?

Kariotis: Between 2,000 and 2,500 people. We estimate that an average training program will cost about \$2,000 per person. The state's \$3,000,000 appropriation will leverage another \$3,000,000 from the private sector for a total training pot of \$6,000,000. Now some training programs are more expensive than others. It costs more to train an engineer than it does a clinical lab technician, but I think we can use the \$2,000 as a general rule of thumb.

Question: Do you plan to spend the \$3,000,000 in one year?

Kariotis: No. The law that was passed gives us two years in which to put this money to the best possible use. The Board will make the final decisions here, but my suspicion is that we will want to space out the funding. Clearly we will want to get some training programs up and running as quickly as possible because there is both a demand for skilled workers and a large number of people who want to be retrained. But we will spend part of the first six months laying out our longer term goals as well.

Question: Will you come back to the Legislature on a regular basis asking for additional funding for the BSSC?

Kariotis: The answer here is really yes and no. The BSSC has been set up to meet an identified demand for a joint public - private partnership to train people for our high growth industries. If that need diminishes, or if we prove to be unsuccessful in raising private sector contributions, then the Corporation should go out of business. Pure and simple. If, on the other hand, we demonstrate that we are really meeting a need and are helping to narrow the gap between people who are looking for training for good jobs and businesses that are looking for skilled trainees, then we may want to come back to the Legislature for additional funding. If that happens, then I think we will have a good story to tell. Because if we train people to get good jobs, they become taxpayers and the Legislative appropriations for this effort will pay for themselves in a short period of time.

Question: Isn't "high growth industry" really just a fancy name for high technology?

Kariotis: No. If you look at the economy of this state as a whole, it becomes clear that there are four major types of industries that are looking for skilled people and can't find them, four kinds of job clusters for which there is high demand. One is the field of high technology with the need for engineers, technicians, computer programmers, etc. A second is the machinist trades - these companies are desperately looking for skilled machinists, tool and die makers and others. A third industry is the health care field - nurses, clinical lab technicians, etc. And the fourth is the clerical field where secretaries, word processors and skilled clerical people are in high demand.



Question: Will the BSSC take the place of CETA and the other training programs that this state has?

Kariotis: Absolutely not. For one thing, while \$3,000,000 sounds like a lot of money, it really is a small amount to spend on skills training. We will probably be able to train between 2,000 and 2,500 people with this. In FY 1981, CETA had approximately \$49,000,000 to spend on training and trained about 23,000 people. In FY 1982, we expect that, statewide, CETA will have \$45,000,000 available and will train about 20,500 people. The BSSC will not take the place of these other training programs -- it is not designed to do that. Instead, it will train people for those growth occupations that are in high demand, where the private sector will also participate. The BSSC will encourage targeted training for certain industries. Because of the pending cutbacks on the federal level in the CETA budget as well as the impacts of Proposition 2½, there will be less money for existing training programs; so the demand for training dollars will be at a premium. But the BSSC has never been thought of as a substitute for these other training programs that serve a real need.

Question: How do we keep on top of the activities of the Corporation?

Kariotis: The immediate answer is to keep in contact with my office.

Commonwealth of Massachusetts  
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# DESCRIPTION OF COMMISSION PROGRAMS

## BAY STATE SKILLS COMMISSION

### REVIEW OF FINALISTS - BSSC PROPOSAL

<u>ORGANIZATION</u>	<u>LOCATION</u>	<u>OCCUPATIONS</u>	<u>NUMBER TRAINED</u>	<u>TRAINING TYPE</u>	<u>PRIVATE MATCH</u>	<u>BSSC AWARD</u>
Hampden District Regional Skills Center	Springfield	Machinists, Tool & Die Apprentices	62	upgrading, retraining	\$ 60,600	\$ 59,700
<p>The Skills Center is providing training to individuals in the area of Machine Repair, Tool and Die Manufacturing, Blue Print Interpretation, and Machine Mathematics. The training focuses on upgrading the skills of those currently employed in the machine trades and providing entry level skills to unemployed individuals. The Skills Center has prepared their program in collaboration with the area's Private Industry Council, Chamber of Commerce, the Western Massachusetts Chapter of the National Tooling and Machining Association, the Hampden County Manpower Consortium, the Massachusetts Department of Education, and the Mayor's Commission of Technical Education and Training.</p>						
North Shore Community College	Beverly	Machinists	21	entry level	\$ 39,380	\$ 31,816
<p>Entry level training for individuals in machine operation is being provided at the North Shore Regional Vocational School and the North Shore Community College. The training population consists approximately of 21 underemployed personnel and is being conducted twenty-five hours per week for a fifteen week period. Eleven small North Shore machine companies are providing direct financial support for this project.</p>						
Bunker Hill Community College	Boston	Test technicians, Assemblers	120	entry level, upgrading	\$ 25,500	\$ 28,100

This program is directed at upgrading and retraining 100 existing employees of Data Printer Corporation of Malden and providing entry level skills to twenty new employees. Current employees are being training as electronic test technicians, supervisors, and experienced assemblers. Entry level training is being provided to new assemblers. Data Printer has provided in-kind support and direct cash contributions to the program.



<u>ORGANIZATION</u>	<u>LOCATION</u>	<u>OCCUPATION</u>	<u>NUMBER TRAINED</u>	<u>TRAINING TYPE</u>	<u>PRIVATE MATCH</u>	<u>BSSC AWARD</u>
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#### Regis College

Weston	Programmers	30	entry level	\$ 32,720	\$ 17,300
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This project is providing entry level skills to individuals in computer programming. The project is targeted to the needs of currently employed women and teachers, although enrollments have not been restricted. Training includes 5 hours of lectures and 2 hours of computer lab for twenty weeks. Honeywell is providing equipment, instruction, and classroom space for this project.

#### Roxbury Community College

Boston	Electro-mechanical drafting	16	entry level, upgrading	\$ 6,920	\$ 18,450
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This program is providing entry level training for electromechanical drafters. Training has been conducted in the evening and includes on-site, hands-on experience. Recruitment will be drawn from a predominantly minority population in the area and will rely upon the strong placement record of the college. Stone and Webster Engineering Corporation has been providing instructors, curriculum assistance, counseling and the use of its facilities.

#### Berkshire Employment and Skills Training, Inc.

Pittsfield	Welders	15	entry level, upgrading	\$ 6,720	\$ 6,250
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This program is providing entry level skills to individuals seeking employment as welders and fabricators. Training is also being provided to currently employed individuals to upgrade their skills in the area of blueprint reading and shop mathematics. Two local machine shops are providing financial and other in-kind support for this program. Training is being conducted three hours a day, three days a week for twenty weeks.









ORGANIZATION	LOCATION	OCCUPATION	NUMBER TRAINED	TRAINING TYPE	PRIVATE MATCH	BSSC AWARD
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Oxford Public Schools	Oxford	Programmers, Assemblers, Operators, Technicians	110	entry level, upgrading	\$ 46,015	\$ 46,015
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The BSSC monies are being used to develop a High Technology Training Center serving Central Massachusetts. Occupations focused on are computer programming, computer and electronic technicians, electronic assemblers and computer operators. The program was developed in cooperation with the area's business and industry, higher educational institutions, and manpower training institutions.

Lynn Office of Economic Development	Lynn	Machinists	40	entry level	\$ 86,900	\$ 40,335
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The BSSC monies are being used to support a machine training program for unemployed individuals. The Lynn office has worked with the Lynn CETA to identify participants; the actual training is taking place at Lynn's Vocational Junior High School and Vocational High School. Several area machine shops are participating by providing direct training subsidies and making a strong commitment to hire graduates of the program.

Northern Essex Community College	Haverhill	Electronic testers	75	upgrading, retraining	\$ 72,210	\$ 46,860
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This program is focusing on upgrading the skills of currently employed electronic assembly and office/clerical personnel for electronic tester technician jobs. Western Electric, and the participating private sector employer is interested in upgrading all graduates of the program and hiring on new personnel to fill the newly created job openings. Training is taking place both on-site at Western Electric and at Northern Essex Community College.



<u>ORGANIZATION</u>	<u>LOCATION</u>	<u>OCCUPATION</u>	<u>NUMBER TRAINED</u>	<u>TRAINING TYPE</u>	<u>PRIVATE MATCH</u>	<u>BSSC AWARD</u>
New Bedford CETA Consortium	New Bedford	Machinists	40	upgrading	\$ 5,234	\$ 5,208
<p>The BSSC monies are being used to upgrade the skills of currently employed lathe operators, milling machine operators, machine repairers and machinists. Training is taking place at the New Bedford Regional Job Center and will be offered six hours per week for 25 weeks. Four area employers are providing direct financial support for this program, and are interested in upgrading all graduates of the program and hiring on new personnel to fill job openings.</p>						
Bristol Community College	Fall River	Computer Programmer	20	upgrading	\$ 19,716	\$ 16,950
<p>This project has created a unique partnership between a private sector corporation and a public sector community college. Working closely with Texas Instruments in a "classroom-in-the-factory" format, Bristol Community College is providing the computer related training necessary to enable 20 entry level employees to become the first line supervisors at the Attleboro plant. It is anticipated that this project will serve as a model for future collaborative efforts between the Attleboro High Tech Industries and Bristol Community College.</p>						
TOTAL			638		\$ 927,195	\$ 483,864





